



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Wayne County**  
**- and -**  
**Michigan AFSCME Council 25, AFL-CIO**  
**&**  
**Command Officers Association of Michigan**

Case No. R11 K-091

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

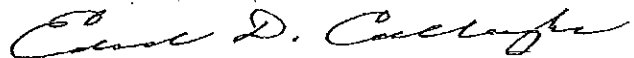
Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Michigan AFSCME Council 25, AFL-CIO**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All police sergeants, police lieutenants and police captains. Excluding: All others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



January 17, 2012

COPY TO:  
Wayne County  
Michigan AFSCME Council 25, AFL-CIO  
Command Officers Association of Michigan  
Mediation Office  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Huron County Medical Care Facility**  
**- and -**  
**SEIU Health Care Michigan**  
**&**  
**Stephanie Umphrey**

Case No. R11 K-095

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**SEIU Health Care Michigan**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full time and regular part time Licensed Practical Nurses employed at Huron County Medical Care Facility. Excluding: Director of Nursing, Administrator, all Registered Nurses, Unit Managers, Clerical and Administrative employees, Casual, Relief, Temporary, Supervisors and all other employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

February 6, 2012

COPY TO:  
Huron County Medical Care Facility  
SEIU Health Care Michigan  
Stephanie Umphrey  
Mediation Office  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Scio, Township of**

**- and -**

**International Association of Fire Fighters**

Case No. R11 L-100

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

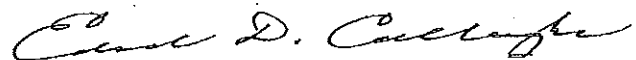
Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**International Association of Fire Fighters**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time and regular part-time Shift Commanders and the Assistant Fire Marshall employed by the Employer but excluding all other employees of the Employer

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



February 21, 2012

COPY TO:  
Scio, Township of  
William Thacker  
International Association of Fire Fighters  
Mediation Office  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Jackson County**

- and -

**Jackson County Corrections Supervisors**

Case No. R12 A-001

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.


Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Jackson County Corrections Supervisors**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All Sergeants employed as Corrections Supervisors by the Jackson County Sheriff's office.  
Excluding: All others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



February 28, 2012

COPY TO:  
Jackson County  
Jackson County Corrections Supervisors  
Mediation Office  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**St. Joseph Public Schools**  
**- and -**  
**St. Joseph Education Support Personnel Assoc. MEA**  
**&**  
**The St. Joseph Support Staff Personnel Association**

Case No. R12 A-005

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**St. Joseph Education Support Personnel Assoc. MEA**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time and part-time custodial, maintenance, and stadium keeper employees employed by the District. Excluding: All seasonal workers (cleaning, painting, mowing, yard work, etc.) who are employed by the Board, part-time or full-time, for less than six consecutive months. Also excluded are the mail/delivery driver, substitutes, professional, supervisory, office clerical, employees of independent contractors and all other employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



March 12, 2012

**COPY TO:**

St. Joseph Public Schools  
St. Joseph Education Support Personnel Assoc. MEA  
The St. Joseph Support Staff Personnel Association  
Mediation Office  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Wyandotte, City of**  
**- and -**  
**Police Officers Association of Michigan**  
**&**  
**Michigan Fraternal Order of Police Labor Council**

Case No. R12 B-008

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

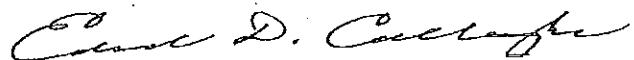
Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Police Officers Association of Michigan**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All patrol officers and detectives in the Wyandotte Police Department. Excluding: All others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



March 12, 2012

COPY TO:  
Wyandotte, City of  
Steven H. Schwartz  
Police Officers Association of Michigan  
Michigan Fraternal Order of Police Labor Council  
Mediation Office  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

Pinckney, Village of

- and -

Michigan Association of Police

Case No. R12 A-004

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Michigan Association of Police**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time Police Officers within Pinckney Police Department. Excluding: Chief of Police, Sergeants and all others.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

March 19, 2012

**COPY TO:**

Pinckney, Village of  
David G. Stoker  
Michigan Association of Police  
Mediation Office  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Manistee, City Of**

**- and -**

**Governmental Employees Labor Council**

Case No. R11 K-097

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

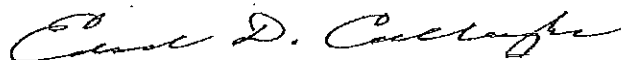
Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Governmental Employees Labor Council**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full time non-supervisory clerical employees and Building Inspector of the City of Manistee. Excluding executive employees, supervisory employees, confidential employees (Manager's Secretary), Police Department employees, Fire Department employees, Department of Public Works employees, temporary employees, casual employees, seasonal employees and all other employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



March 27, 2012

COPY TO:  
Manistee, City Of  
Governmental Employees Labor Council  
Mediation Office  
file





**CERTIFICATION OF RESULTS OF ELECTION**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Huron Behavioral Health**

**- and -**

**Teamsters State, County & Municipal Workers 214**

Case No. R12 A-003

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that no collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission,

**IT IS HEREBY CERTIFIED** that a majority of the valid ballots has not been cast for any labor organization appearing on the ballot, and that no such organization is the exclusive representative of all the employees, in the unit herein involved, within the meaning of Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

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April 10, 2012

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**COPY TO:**

Huron Behavioral Health

Andrey Tomkiw

Teamsters State, County & Municipal Workers 214

file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Fowlerville, Village of**

**- and -**

**Teamsters Local 580**

Case No. R12 B-010

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Teamsters Local 580**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full and regular part time Village of Fowlerville Department of Public Works  
Employees. Excluding Public Works Director, Department of Public Works Supervisor, seasonal employees and all other employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

April 16, 2012

COPY TO:  
Fowlerville, Village of  
David G. Stoker  
Teamsters Local 580  
Mediation Office  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Wayne County Airport Authority**  
- and -  
**Michigan AFSCME Council 25, AFL-CIO**  
-and-  
**Detroit Metro. Willow Run Airport Employees Union**

Case No. R11 L-099

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Michigan AFSCME Council 25, AFL-CIO**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All employees of the Employer holding the positions of: Account Clerk, Accountant, Administrative Analyst 1, Administrative Analyst 2, Administrative Secretary, Clerical Specialist, Clerical Specialist/Legal, Control Center Operator, Electronics Technician, Environ Spec/Wildlife, Environmentalist, Equip Repair Spec, Maintenance Mechanic, Maintenance Worker, Paralegal, Project Sup/Bldg. Insp, Project Supervisor, Purchasing Agent Trainee, Purchasing Agent, Senior Clerk Typist, Service Worker, Soc Serv Spec/Pub Rel, Storekeeper, Clerk-Typist, Carpenter, Carpenter Foreman, Electrician, Electrician Foreman, Painter, Painter Foreman, Plumber, Plumber Foreman and Sign Painter.

Excluding: Seasonal employees and all other employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

April 30, 2012

COPY TO:  
Wayne County Airport Authority  
Michigan AFSCME Council 25, AFL-CIO  
Detroit Metro. Willow Run Airport Employees Union  
Mediation Office  
File



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Lansing Board of Water & Light**

- and -

**Int'l Brotherhood of Electrical Workers Local 352**

Case No. R12 B-015

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Int'l Brotherhood of Electrical Workers Local 352**

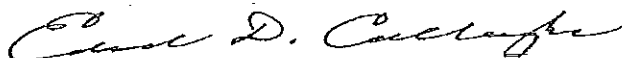
Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time and regular part-time clerical and technical employees employed by the City of Lansing Board of Water and Light at its facilities located in Lansing, Michigan and the surrounding area.

Excluding: Professionals and Supervisors as defined by the Act.

(The majority of Voters in the above-described unit cast valid ballots for representation by International Brotherhood of Electrical Workers, Local 352, AFL-CIO, they have indicated a desire to be accreted to the existing unit currently represented by that organization.)

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



April 30, 2012

COPY TO:  
Lansing Board of Water & Light  
Int'l Brotherhood of Electrical Workers Local 352  
Mediation Office  
file

The Department of Licensing and Regulatory Affairs will not discriminate against any individual or group because of race, sex, religion, age, national origin, color, marital status, handicap, or political beliefs.



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Chelsea, City of**  
**- and -**  
**Police Officers Labor Council**  
**&**  
**Police Officers Association of Michigan**

Case No. R12 B-018

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Police Officers Association of Michigan**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All Full-time Sergeants, Patrol Officers, Clerk/Dispatcher and Dispatchers. Excluding: Chief, Public Safety Coordinator, Part-time Police department employees and all other city employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



May 1, 2012

COPY TO:  
Chelsea, City of  
Police Officers Labor Council  
Police Officers Association of Michigan  
Mediation Office  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Baraga County Extended Care Corp. D/B/A Bayside Village**  
**- and -**  
**International Association Machinists & Aerospace Workers**  
**&**  
**Ann Forest**

Case No. R12 C-020

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

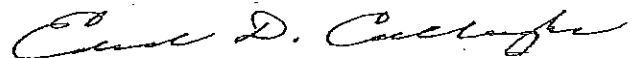
Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**International Association Machinists & Aerospace Workers**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time and regular-part-time service and maintenance employees, including Nurses Aides, Certified Nurses Aides, Rehabilitative Certified Nurses Aides, Ward Clerks, Housekeeping Employees, Laundry Employees, Dietary Employees, Cooks, Maintenance Employees, and Activities Employees employed by the Employer. Excluding: Office Clerical Employees, Managerial Employees, Confidential Employees, Technical Employees, Professional Employees, Guards and Supervisors as defined in the Act.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



May 3, 2012

**COPY TO:**

Baraga County Extended Care Corp. D/B/A Bayside Village, Grant Pecor  
International Association Machinists & Aerospace Workers, Andrew Smith  
Ann Forest  
Mediation Office  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

Traverse City, City of  
- and -  
Police Officers Labor Council  
&  
Police Officers Association of Michigan

Case No. R12 B-012

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Police Officers Association of Michigan**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All Patrol and Detectives of the City of Traverse City. Excluding: Clerks, Sergeants, Lieutenants, Captains, Chief of Police, and all other employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

May 7, 2012

COPY TO:  
Traverse City, City of  
Police Officers Labor Council  
Police Officers Association of Michigan  
Mediation Office  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Bloomfield Hills, City of**  
**- and -**  
**Police Officers Labor Council**  
**&**  
**Police Officers Association of Michigan**

Case No. R12 B-013

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

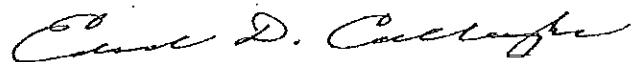
Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Police Officers Association of Michigan**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: Every regular full-time Public Safety Officer holding the Rank of Patrol Officer in the Public Safety Department. Excluding: Sergeant, supervisor, as defined in the Michigan Employment Relations Act, any part time Employee, the Director of Public Safety and all others.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



May 7, 2012

COPY TO:  
Bloomfield Hills, City of  
Kathryn Tignanelli  
Police Officers Labor Council  
Police Officers Association of Michigan  
Mediation Office  
file





**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

Traverse City, City of  
- and -  
Police Officers Labor Council  
&  
Teamsters State, County & Municipal Workers 214

Case No. R12 B-017

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Police Officers Association of Michigan**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit:

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



May 7, 2012

COPY TO:  
Traverse City, City of  
Police Officers Labor Council  
Teamsters State, County & Municipal Workers 214  
Mediation Office  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Baraga Cty Extended Care Corp. D/B/A Bayside Village**

Case No. R12 C-020

**- and -**

**Int'l Assoc Machinists & Aerospace Workers**

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Int'l Assoc Machinists & Aerospace Workers**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time and regular-part-time service and maintenance employees, including Nurses Aides, Certified Nurses Aides, Rehabilitative Certified Nurses Aides, Ward Clerks, Housekeeping Employees, Laundry Employees, Dietary Employees, Cooks, Maintenance Employees, and Activities Employees employed by the Employer. Excluding: Office Clerical Employees, Managerial Employees, Confidential Employees, Technical Employees, Professional Employees, Guards and Supervisors as defined in the Act.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

May 10, 2012

COPY TO:  
Baraga Cty Extended Care Corp. D/B/A Bayside  
Vilag  
Grant Pecor  
Int'l Assoc Machinists & Aerospace Workers  
Andrew Smith

Mediation Office  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Grosse Pointe, City of**

- and -

**Technical, Professional & Officeworkers Assn of MI**

Case No. R12 C-019

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Technical, Professional & Officeworkers Assn of MI**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time employees of the City's Public Service Department and Parks and Recreation Department. Excluding: Temporary, seasonal, part-time, supervisory and all other employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



May 14, 2012

COPY TO:  
Grosse Pointe, City of  
Technical, Professional & Officeworkers Assn of MI  
Mediation Office  
File



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Sumpter, Township of**

**- and -**

**Michigan Association of Fire Fighters**

Case No. R12 C-021

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

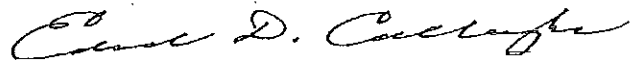
Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Michigan Association of Fire Fighters**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All paid on call Fire Fighters, Officers and the Deputy Chief employed by the Sumpter Township Fire Department. Excluding: Fire Chief, Township Elected Officials and all other Township employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



May 14, 2012

COPY TO:  
Sumpter, Township of  
Robert Young  
Michigan Association of Fire Fighters  
Mediation Office  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Grand Traverse County Road Commission**

**- and -**

**Michigan AFSCME Council 25, AFL-CIO**

Case No. R12 A-007

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Michigan AFSCME Council 25, AFL-CIO**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All employees in the following classifications; Receptionist, Account Clerk, Foreman and Traffic Supervisor

Excluding: All others. The Engineering Technician will vote by challenged ballot. The inclusion or exclusion of the Engineering Technician will be determined by the Commission in UC11 H-013.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

May 15, 2012

COPY TO:  
Grand Traverse County Road Commission  
Michigan AFSCME Council 25, AFL-CIO  
Mediation Office  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Sterling Heights, City of**

**- and -**

**Police Officers Labor Council**

Case No. R12 B-009

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

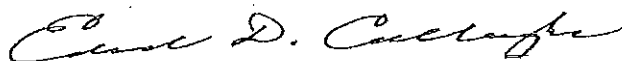
Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Police Officers Labor Council**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: Emergency Dispatchers and Shift Leader-Dispatch. Excluding: All others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



May 15, 2012

COPY TO:  
Sterling Heights, City of  
Catherine H. Reed  
Police Officers Labor Council  
Mediation Office  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Wayne County**  
**- and -**  
**Police Officers Association of Michigan**  
**&**  
**Michigan AFSCME Council 25, AFL-CIO**

Case No. R12 C-022

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

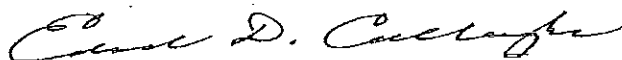
Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Police Officers Association of Michigan**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full time Police Officers, Corporals and Detectives permanently employed by the County of Wayne performing non-supervisory law enforcement work . Excluding: All other employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



May 21, 2012

COPY TO:  
Wayne County  
Police Officers Association of Michigan  
Michigan AFSCME Council 25, AFL-CIO  
Mediation Office  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

Leelanau County  
- and -  
Command Officers Association of Michigan  
&  
Teamsters Local 214

Case No. R11 F-050

**Election Objections Filed**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Teamsters Local 214**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All regular full-time Command Officers, including Sergeants and Commanders, in the Law Enforcement Division of the Leelanau County Sheriff's Department. Excluding: The Sheriff and Undersheriff and excluding Command Officers in the Corrections Division of the Sheriff's Department.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



May 28, 2012

COPY TO:  
Leelanau County  
Command Officers Association of Michigan  
Teamsters Local 214  
Mediation Office  
file





**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

Oak Park, City of  
- and -  
Michigan AFSCME Council 25, AFL-CIO  
&  
Technical, Professional & Officeworkers Assn of MI

Case No. R12 C-028

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Technical, Professional & Officeworkers Assn of MI**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All of the City's regular, full-time hourly and salaried office clerical, professional/technical, and regular, part-time employees. Excluding: Management, supervisors, public safety officers, dispatch, administrative, confidential, temporary, seasonal and casual part-time employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

May 29, 2012

COPY TO:  
Oak Park, City of  
Howard Shifman  
Michigan AFSCME Council 25, AFL-CIO  
Technical, Professional & Officeworkers Assn of MI  
Mediation Office  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Kalamazoo Valley Community College**

- and -

**Kalamazoo Valley Comm. College Federation of Teachers**

Case No. R12 C-027

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Kalamazoo Valley Comm. College Federation of Teachers**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All employees appointed by the Employer as part-time faculty. Part-time faculty are those who:

1. Have been appointed to teach at least 1 credit hour in the current (Spring 2012) semester.
2. Are not represented by the KVCC Faculty Association (AAUP).
3. Are engaged in the following teaching/instructional duties: a. Course Development b. In-class teaching/lecturing and/or on-line instruction (and preparation therefore) c. Grading/student evaluation d. Office Hours e. Advising

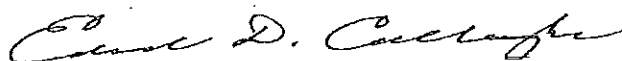
Excluded: 1. Those enrolled as students at KVCC, unless they possess an appropriate degree in the subject they teach. 2. Employees in the following classifications: lab assistants (including computer lab assistants, wind turbine lab assistants), lab coordinators, models, tutors, police academy paraprofessionals, special assignment staff/interns (including lab assistants, corrections academy and HVAC), and hourly-paid (not paid on a credit-hour basis) clinicians and others filling instructional roles in KVCC's EMT and Police Academy programs. 3. Full-time KVCC employees whose primary non-teaching/instructional position involves ancillary instructional duties for which the employee receives no additional compensation.

Case No. R12 C-027

Kalamazoo Valley Community College and Kalamazoo Valley Comm. College Federation of Teachers

4. Volunteers and others who engage in teaching/instructional duties but receive no monetary compensation. 5. Advisors, Coaches, Coordinators, Managers/Supervisors, Confidential employees, and all other employees. Note: An employee holding multiple appointments will be included in the unit relative to (and only for purposes of) any appointment meeting the above definition, unless one of the appointments is a manager/supervisor or confidential appointment, in which case the employee is excluded from the unit.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



June 5, 2012

COPY TO:

Kalamazoo Valley Community College  
Kalamazoo Valley Comm. College Federation of Teachers  
Mediation Office  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**28th District Court**

- and -

**Michigan AFSCME Council 25, AFL-CIO**

Case No. R12 C-025

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

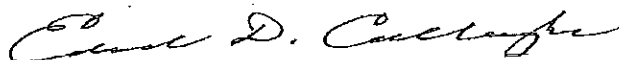
Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Michigan AFSCME Council 25, AFL-CIO**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time Court Clerks and Officers. Excluding: Supervisors, confidential secretary and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



June 5, 2012

COPY TO:  
28th District Court  
Howard Shifman  
Michigan AFSCME Council 25, AFL-CIO  
Mediation Office  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Lakeville Community School District**

- and -

**Michigan Education Association**

Case No. R12 D-029

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Michigan Education Association**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All Alternative Education Teachers. Excluding: All others. (If a majority of voters cast valid ballots for representation by the Michigan Education Association, they shall have indicated a desire to be accreted to the existing teacher unit currently represented by Lakeville Education Association.)

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

June 5, 2012

COPY TO:  
Lakeville Community School District  
Thomas Basil  
Michigan Education Association  
Mediation Office  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Almira, Township of**

**- and -**

**Almira Township Public Employees Association**

Case No. R12 C-023A

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

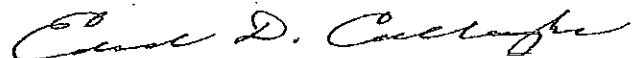
Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Almira Township Public Employees Association**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time Firefighter/EMT employees of Almira Township. Excluding: Fire Chief, elected officials, Supervisors, law enforcement, all paid on-call employees, and all other township employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



June 5, 2012

COPY TO:  
Almira, Township of  
Almira Township Public Employees Association  
Mediation Office  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

Almira, Township of

- and -

Almira Township Public Employees Association

Case No. R12 C-023

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Almira Township Public Employees Association**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: The Assessor and Maintenance Supervisor. Excluding: All part-time employees, other supervisory employees, elected officials, full-time Fire Fighter/EMT, all paid on-call employees and all other township employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

June 5, 2012

COPY TO:  
Almira, Township of  
Steven H. Schwartz  
Almira Township Public Employees Association  
Mediation Office  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

Jackson, County Of  
- and -  
Jackson County Deputy Sheriffs Assoc  
&  
Capitol City Lodge 141--Fraternal Order of Police

Case No. R12 D-034

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Capitol City Lodge 141--Fraternal Order of Police**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All Corrections Officers and Marine Officers. Excluding: Undersheriff, Captains, Lieutenants, Corrections Sergeants, Road Patrol Sergeants, Road Patrol Deputies, Animal Control Officers and Supervisors as defined in said Act.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



June 26, 2012

COPY TO:  
Jackson, County Of  
Jackson County Deputy Sheriffs Assoc  
Capitol City Lodge 141--Fraternal Order of Police  
Steven T. Lett  
Mediation Office  
file





**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Hillman School District**

- and -

**Michigan Education Association**

Case No. R12 E-035

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Michigan Education Association**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All Preschool teachers. Excluding: All others

A majority of voters in the above described unit cast valid ballots for representation by the Hillman Education Association. They have indicated a desire to be accreted to the existing teacher unit.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

July 3, 2012

COPY TO:  
Hillman School District  
Martha J. Marcero, Esq.  
Michigan Education Association  
Mediation Office  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Flat Rock, City Of**

**- and -**

**Michigan Association of Police**

Case No. R12 C-024

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Michigan Association of Police**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time employees of the Flat Rock Police Department.

Excluding: Employees holding the rank of Sergeant, Lieutenant, Deputy Chief and Chief, and police clerk as a confidential.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

July 3, 2012

COPY TO:  
Flat Rock, City Of  
David Grunow  
Michigan Association of Police  
Mediation Office  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Macomb Community College**  
**- and -**  
**Michigan Education Association**  
**-and-**  
**Association of Adjunct Faculty of MCC**

Case No. R12 E-036

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

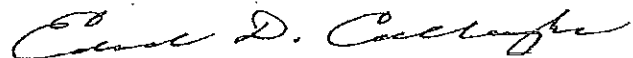
**Association of Adjunct Faculty of Macomb Community College**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All part time adjunct credit teachers employed by Macomb Community College.

Excluding administrators, supervisory personnel, anyone represented by another labor organization at the College and all other employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



July 23, 2012

COPY TO:  
Macomb Community College  
Michigan Education Association  
Association of Adjunct Faculty of MCC  
Mediation Office  
file



**CERTIFICATION OF RESULTS OF ELECTION**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Belleville, City of**

**- and -**

**Michigan Association of Fire Fighters**

Case No. R12 D-033

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that no collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission,

**IT IS HEREBY CERTIFIED** that a majority of the valid ballots has not been cast for any labor organization appearing on the ballot, and that no such organization is the exclusive representative of all the employees, in the unit herein involved, within the meaning of Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

July 25, 2012

COPY TO:  
Belleville, City of  
Michigan Association of Fire Fighters  
file



**CERTIFICATION OF RESULTS OF ELECTION**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**St. Louis, City of**

**- and -**

**IBEW Local 876**

Case No. R12 D-032

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that no collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission,

**IT IS HEREBY CERTIFIED** that a majority of the valid ballots has not been cast for any labor organization appearing on the ballot, and that no such organization is the exclusive representative of all the employees, in the unit herein involved, within the meaning of Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

August 8, 2012

COPY TO:  
St. Louis, City of  
IBEW Local 876  
File



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Lapeer County Emergency Medical Services**

**- and -**

**Int'l Assoc. of EMT's & Paramedics/NAGE/SEIU**

Case No. R12 F-039

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Int'l Assoc. of EMT's & Paramedics/NAGE/SEIU**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time and part-time EMT's, Specialists and Paramedics.

Excluding: Clerical Staff, billing staff, mechanic, administrative assistant, volunteers, supervisors as defined by the act and all other employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

August 15, 2012

COPY TO:  
Lapeer County Emergency Medical Services  
Int'l Assoc. of EMT's & Paramedics/NAGE/SEIU  
Mediation Office  
file



**CERTIFICATION OF RESULTS OF ELECTION**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**West Shore Medical Center**

**- and -**

**SEIU Healthcare Michigan, CTW**

Case No. R12 G-041

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that no collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission,

**IT IS HEREBY CERTIFIED** that a majority of the valid ballots has not been cast for any labor organization appearing on the ballot, and that no such organization is the exclusive representative of all the employees, in the unit herein involved, within the meaning of Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

September 6, 2012

COPY TO:  
West Shore Medical Center  
Stanley C. Moore III  
SEIU Healthcare Michigan, CTW  
file



**CERTIFICATION OF RESULTS OF ELECTION**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Dowagiac Union Schools**

**- and -**

**Michigan Education Association**

Case No. R12 F-038

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that no collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission,

**IT IS HEREBY CERTIFIED** that a majority of the valid ballots has not been cast for any labor organization appearing on the ballot, and that no such organization is the exclusive representative of all the employees, in the unit herein involved, within the meaning of Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

September 11, 2012

COPY TO:  
Dowagiac Union Schools  
Michigan Education Association  
file





**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Roscommon Area Schools**  
**- and -**  
**Roscommon Education Association**  
**-and-**  
**Roscommon Teachers Association**

Case No. R12 G-046

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Roscommon Teachers Association**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All Certified Personnel under contract. Excluding: Supervisory and executive personnel, office, clerical, maintenance and operating employees, substitutes, adult education teachers and all employees not specifically included within the bargaining unit.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

September 24, 2012

COPY TO:  
Roscommon Area Schools  
Roscommon Education Association  
Roscommon Teachers Association  
Mediation Office  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Mt. Morris Consolidated Schools**

**- and -**

**Michigan Education Association**

Case No. R12 G-045

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Michigan Education Association**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All Mount Morris Alternative High School, Genesee Valley Regional Center (GVRC) and GED teachers.  
Excluding: Community Education and On-Line teachers and all others.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

October 3, 2012

**COPY TO:**

Mt. Morris Consolidated Schools  
Michigan Education Association  
Mediation Office  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

Flat Rock, City of  
- and -  
Technical, Professional & Officeworkers Assn of MI  
&  
Michigan Association of Public Employees

Case No. R12 G-042

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Michigan Association of Public Employees**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time employees of the department of Public Service and all full-time maintenance employees of the Recreation Department.  
Excluding: Maintenance Manager, office clerical, police department employees, supervisors, department heads, elected officials and all others.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

October 10, 2012

COPY TO:  
Flat Rock, City of  
David P. Grunow  
Technical, Professional & Officeworkers Assn of MI  
Michigan Association of Public Employees  
Mediation Office  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Flat Rock, City of**  
**- and -**  
**Technical, Professional & Officeworkers Assn of MI**  
**-and-**  
**Michigan Association of Public Employees**

Case No. R12 H-051

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Michigan Association of Public Employees**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time office clerical employees employed by the City of Flat Rock, including clerks and the Assistant to the Treasurer.  
Excluding: City Clerk, the City Treasurer, the Police Clerk, confidential employees, managerial employees, Department Heads and other supervisors within the meaning of the Public Employment Relations Act and all other employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

October 10, 2012

COPY TO:  
Flat Rock, City of  
Technical, Professional & Officeworkers Assn of MI  
Michigan Association of Public Employees  
Mediation Office  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**The Maples**

**- and -**

**SEIU Healthcare Michigan**

Case No. R12 H-048

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**SEIU Healthcare Michigan**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time and regular part-time Registered Nurses and Licensed Practical Nurses employed at the Employer's Facility in Frankfort, Michigan. Excluding: The Director of Nursing, Assistant Directors of Nursing, clerical and administrative employees, medical records employees, casual and temporary employees, managers and all other employees. The physical therapists and occupational therapists will vote by challenged ballot(s). The inclusion or exclusion of the physical therapists and occupational therapists will be determined by the Commission if their ballots are determinative of the results of the election.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

October 10, 2012

COPY TO:  
The Maples  
SEIU Healthcare Michigan  
Mediation Office

file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Cadillac-Wexford Transit Authority**  
**- and -**  
**Cadillac/Wexford Transit Authority Employees Assoc**  
**-and-**  
**Teamsters State, County & Municipal Workers 214**

Case No. R12 H-053

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Teamsters State, County & Municipal Workers 214**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time and regular part-time employees in the classifications of driver, dispatcher, general maintenance and mechanic.

Excluding: All confidential employees, supervisors, irregular employees, and all other employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

October 23, 2012

COPY TO:  
Cadillac-Wexford Transit Authority  
Aaron Graves  
Cadillac/Wexford Transit Authority Employees Assoc  
Teamsters State, County & Municipal Workers 214  
Mediation Office  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Circuit Court for the County of Cass**

- and -

**Cass County Independent Employees Assoc.**

Case No. R12 H-052

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

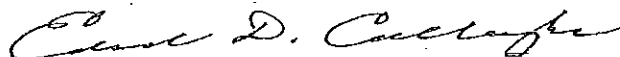
Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Cass County Independent Employees Assoc.**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: The Accounting Supervisor and Enforcement Supervisor for the Circuit Court for the County of Cass.  
Excluding: The Judge, Magistrate, Court Administrators, Court Reporter, Judicial Secretary/Assignment Clerk, Clerk/Typist under the Judge, Friend of the Court, and all other employees as defined by the act.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



October 19, 2012

COPY TO:  
Circuit Court for the County of Cass  
Douglas Callander  
Cass County Independent Employees Assoc.  
Mediation Office  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Osceola County**

**- and -**

**Governmental Employees Labor Council**

Case No. R12 H-056

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Governmental Employees Labor Council**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time and regular part-time emergency medical technicians and paramedics employed by Osceola County. Excluding: The EMS Director, supervisors, pool employees, temporary employees, volunteers, confidential employees and all other employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



October 19, 2012

COPY TO:  
Osceola County  
Governmental Employees Labor Council  
Mediation Office  
File





**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Oakland, Charter Township of**

**- and -**

**International Association of Fire Fighters**

Case No. R12 H-050

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**International Association of Fire Fighters**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full time fire fighters and emergency medical personnel, but excluding: the fire chief; all paid on-call fire fighters and emergency medical personnel and those paid on-call employees who may receive a stipend for fire department related duties who are identified by example and not limitation as the assistant fire chief, district chiefs, lieutenants, and captains; any volunteer firefighters and emergency medical personnel; administrative and clerical employees; confidential employees; and all other employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

*Case D. Cochrane*

October 30, 2012

COPY TO:  
Oakland, Charter Township of  
Malcolm D. Brown  
International Association of Fire Fighters  
Mediation Office  
File



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Laurium, Village Of**  
**- and -**  
**Police Officers Association of Michigan**  
**-and-**  
**Police Officers Labor Council**

Case No. R12 H-055

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

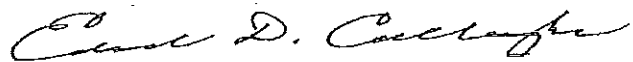
Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Police Officers Labor Council**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time employees of the Laurium Village Police Department.  
Excluding: Chief of Police and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



October 30, 2012

COPY TO:  
Laurium, Village Of  
Police Officers Association of Michigan  
Police Officers Labor Council  
Mediation Office  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

Flat Rock, City Of  
- and -  
Command Officers Association of Michigan  
-and-  
Michigan Association of Police

Case No. R12 H-057

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

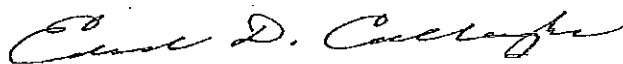
Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Michigan Association of Police**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All Sergeants and Lieutenants.  
Excluding: Employees holding the rank of Chief, Deputy Chief, Patrolmen and Police Clerk.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



October 30, 2012

COPY TO:  
Flat Rock, City Of  
David Grunow  
Command Officers Association of Michigan  
Michigan Association of Police  
Mediation Office  
file



**CERTIFICATION OF RESULTS OF ELECTION**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Southeast Berrien County Landfill**

**- and -**

**IUOE, Local 324**

Case No. R12 H-049

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that no collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission,

**IT IS HEREBY CERTIFIED** that a majority of the valid ballots has not been cast for any labor organization appearing on the ballot, and that no such organization is the exclusive representative of all the employees, in the unit herein involved, within the meaning of Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

October 30, 2012

COPY TO:  
Southeast Berrien County Landfill  
Keith Brodie  
IUOE, Local 324  
George H. Kruszewski  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Macomb, County of and Macomb County Sheriff**

**- and -**

**Command Officers Association of Michigan**

Case No. R12 I-061

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

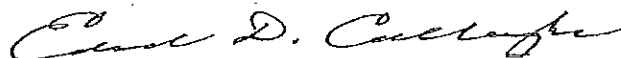
**Command Officers Association of Michigan**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All Lieutenants, Sergeants, Sergeants I, Correction Lieutenants, Corrections Sergeants, Corrections Sergeants I and Dispatch Supervisors only.

Excluding: All other Macomb County Sheriff's Department employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



November 13, 2012

COPY TO:  
Macomb, County of  
Command Officers Association of Michigan  
Mediation Office  
file



**CERTIFICATION OF RESULTS OF ELECTION**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Markey, Township of**

**- and -**

**Michigan Association of Fire Fighters**

Case No. R12 I-063

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that no collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission,

**IT IS HEREBY CERTIFIED** that a majority of the valid ballots has not been cast for any labor organization appearing on the ballot, and that no such organization is the exclusive representative of all the employees, in the unit herein involved, within the meaning of Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

November 21, 2012

COPY TO:  
Markey, Township of  
Michigan Association of Fire Fighters  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Branch, County of and Branch County Sheriff**  
**- and -**  
**Police Officers Labor Council**  
**-and-**  
**Police Officers Association of Michigan**

Case No. R12 I-064

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

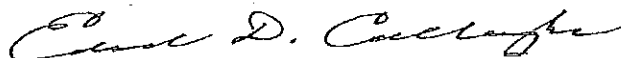
Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Police Officers Association of Michigan**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time and regular part-time employees of the Branch County Sheriff's Department classified as Deputies, Corporals and Correction Officers. Excluding: Sheriffs, Undersheriff, Sergeants, Marine Officers, Reserve Officers, Sheriff Possee, clerical employees, Animal Control Officers, Court Officers, supervisors and all other employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



November 30, 2012

COPY TO:  
Branch, County of  
Police Officers Labor Council  
Police Officers Association of Michigan  
Mediation Office  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Beverly Hills, City Of**  
**- and -**  
**Michigan Association of Police**  
**-and-**  
**Police Officers Association of Michigan**

Case No. R12 I-062

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Police Officers Association of Michigan**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All non-supervisory public safety officers. Excluding: All others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

November 30, 2012

COPY TO:  
Beverly Hills, City Of  
Michigan Association of Police  
Police Officers Association of Michigan  
Mediation Office  
file





**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

Livingston, County of  
- and -  
Michigan Association of Fire Fighters  
-and-  
Livingston County Independent Paramedics Assoc.

Case No. R12 J-065

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Michigan Association of Fire Fighters**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All permanent full-time and regularly scheduled part-time emergency medical technicians (EMT) employed by Livingston County. Excluding: clerical employees, temporary employees, irregular part-time employees, on-call employees and supervisors.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

December 12, 2012

COPY TO:  
Livingston, County of  
Michigan Association of Fire Fighters  
Livingston County Independent Paramedics Assoc.  
Mediation Office  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Eastpointe, City of**  
**- and -**  
**Tech., Professional & Officeworkers Assoc of MI**  
**-and-**  
**Michigan AFSCME Council 25, AFL-CIO**

Case No. R12 J-066

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Tech., Professional & Officeworkers Assoc of MI**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time employees of the Department of Public Works and Services in the following classifications: Street Maintenance, Parks Maintenance, Water/Sewer Maintenance, Water Meter Maintenance, Maintenance Weed/Tree Inspection, Heavy Equipment Operator, Sign Maintenance Helper, Crew Leader, Sign Maintenance/Street Painting, Mechanic, Inspector/Crew Leader and Chief Mechanic/Fleet Manager. Excluding: All others.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

December 12, 2012

COPY TO:  
Eastpointe, City of  
Tech., Professional & Officeworkers Assoc of MI  
Michigan AFSCME Council 25, AFL-CIO  
Mediation Office  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Davison, City Of**

- and -

**Michigan AFSCME Council 25, AFL-CIO**

Case No. R12 G-043

**Consent Election**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Michigan AFSCME Council 25, AFL-CIO**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time and regular part-time Assistant Treasurer, Deputy Clerk and Receptionist.

Excluding: General Office Clerk, Supervisors and all other employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



December 12, 2012

COPY TO:  
Davison, City Of  
Stanley C. Moore III  
Michigan AFSCME Council 25, AFL-CIO  
Mediation Office  
file



**CERTIFICATION OF REPRESENTATIVE**  
**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**Employment Relations Commission**  
**Labor Relations Division**

AUTHORITY: P. A. 380 OF 1965  
As Amended

**Norton Shores, City Of**

**- and -**

**Police Officers Labor Council**

Case No. R12 F-040

**Consent Election - Amended**

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

**Police Officers Labor Council**

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All Lieutenants of the Norton Shores Police Department.

Excluding: All other employees of the City of Norton Shores.

(To be accreted to the existing unit of Command Officers currently represented by Police Officers Labor Council.)

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

December 17, 2012

COPY TO:  
Norton Shores, City Of  
Police Officers Labor Council  
Mediation Office  
file